THE ROLE OF A COUNCIL IN SUPPORTING SOCIAL SERVICE PROFESSIONS

Social Service Workforce Webinar Series

28th Webinar

November 28, 2018
Zeni Thumbadoo
Deputy Director, National Association of Child Care Workers, South Africa, and Steering Committee Member, Global Social Service Workforce Alliance
AGENDA

- The South African Council for Social Service Professions
  - Ms. Langi Malamba, Registrar, South African Council for Social Service Professions
- The Professional Board for Social Work
  - Dr. Marie Kruger, Chairperson, Professional Board for Social Work, South African Council on Social Service Professions
- The Professional Board for Child and Youth Care
  - Ms. Aziwe Magida, Chairperson, Professional Board for Child and Youth Care, South African Council on Social Service Professions
- Q&A
  - Moderator: Ms. Zeni Thumbadoo, Deputy Director, National Association of Child Care Workers, South Africa, and Steering Committee Member, Global Social Service Workforce Alliance
Langi Malamba
Registrar, South African Council on Social Service Professions (SACSSP)
HISTORY AND REASONS FOR ESTABLISHMENT OF SACSSP

• **1994** – South Africa was liberated from apartheid and work began on creating a just society

• **1996** – first White Paper on Social Welfare was published after extensive consultation with all stakeholders
  - sought to innovatively address inequities in the provision of social services that were a legacy of apartheid
  - addressed HR capacity that would be fit for purpose in a rapidly transforming social service context, and one where resource provision would be stretched
  - extensive negotiations on how to effect a transition from a social welfare system served only by social workers to one where different professions worked in an integrated manner

• **1998** – Social Work Act was amended to become the Social Service Professions Act
1998 – 2004 - The first SA Council for Social Service Professions was established as an umbrella body to coordinate and regulate social service professions. The first Social Work Board was established.

2005 – 2009 - During the tenure of the second Council the first Professional Board for Child and Youth Care work was established.

2010 – 2015 - During the third Council’s tenure the professionalisation of the child and youth care work was legislated.

The fourth Council, fourth Board SW and third Board CYCW were inaugurated in June 2016 for a 5-year period 2016 – 2021.
CONSTITUTION OF COUNCIL

SSP Act 110/1978 says the Minister may appoint a Council which will consist of between 19 - 34 members:

a) 6 social workers

b) 3 representatives from each of the professions other than social work

c) 13 persons appointed by the Minister, including working in or knowledge of business, education, disabled programs, trade unions
VISION

Social service practitioners united in excellence.

South African Council for Social Service Professions
MISSION

Serving the **best interests** of the social service practitioners, professions and service users by regulating, leading and promoting the social service professions in an innovative and responsive manner.

South African Council for Social Service Professions
South African Council for Social Service Professions

REGISTRAR & Administration
- Registrar’s Committee for Professional Conduct Complaints

Professional Board for Social Work
- Executive Committee (Section 9)
- Section 10 Committees
- Committee for Preliminary Inquiry
- Professional Conduct Committee

Professional Board for Child & Youth Care
SECTION 10 COMMITTEES

- Finance Committee
- Risk Audit Committee
- Human Resources Committee
- Transformation Committee
- Communication & Public Relations Committee
- IT & Business Re-engineering Committee
- Education, Training & Development Committee

South African Council for Social Service Professions
PURPOSE AND ROLE OF COUNCIL

To regulate the professions for which a Professional Board has been established through the following mandates

1) Registration
   – keeping of registers of fit to practice practitioners

2) Education, training and development
   – setting norms and standards for quality provision of education for the professions within its ambit

3) Professional conduct
   – monitoring compliance to the set of ethical codes as prescribed

4) Support the professionalisation of any emerging occupations designated by the Minister. (For example Community Development.)
DESIGNATIONS

There are currently 2 designations, with the 3rd one, Community development underway.

Social Work
- Social Workers / Specialists
- Social Auxiliary Workers
- Student Social Workers/SAWs

Child and Youth Care Work
- Child and Youth Care Workers
- Professional & Auxiliary levels
- Students – both levels
Act mandates how the Council is funded:

a) Funds received in terms of the Act (annual subscriptions)

b) Fines imposed and recovered in terms of the Act

c) Funds appropriated by parliament for achieving the objects of Council

d) Funds obtained by way of loans raised with the approval of the Minister

e) Any monies accruing to Council from any other source
COMPLIANCE AND TOTAL REGISTERED

- SACSSP has fostered a sound working relationship with the employer – periodic verifications of status and employer audits
- Ongoing communication with the sector to keep their registrations status up to date.

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Dr. Marie Kruger
Chairperson of the Professional Board for Social Work

SOUTH AFRICAN COUNCIL FOR SOCIAL SERVICE PROFESSIONS (SACSSP)
COMPOSITION OF THE PROFESSIONAL BOARD STRUCTURE

Professional Board shall consist of 9 - 12 members:

1. Majority of members from the profession concerned (80 %)
2. Persons representing the community
3. Relevant educational or training institutions
4. A legal expert
5. A Council representative with relevant sector expertise
PROFESSIONAL BOARDS

PROFESSIONAL BOARD FOR SOCIAL WORK

COMMITTEES
• Education Training and Development
• Professional Conduct Committee

TASK TEAMS
• Specialisations
• International qualifications
• Ecometrics
• Continuing professional development
• Standard Setting
• Ethics

PROFESSIONAL BOARD FOR CHILD AND YOUTH CARE

COMMITTEES
• Education Training and Development
• Professional Conduct Committee

TASK TEAMS
• Continuing professional development
• Norms and standards
• Ethics
• Learning material
OVERVIEW: PROFESSIONAL BOARDS

- Determination of minimum standards for education and training of the professions within its scope of practice

- Maintenance and enhancement of the dignity and integrity of the professions falling within its ambit.

- Guidance of the professions falling within its scope to protect the public.

- Communication to the Minister on matters of public importance
Professional Boards are mandated by the ACT to:

• Approve training schools, subject to prescribed conditions.

• Determine minimum standards for education and training of the profession within its scope of practice, including the continuous professional education of persons practicing the profession.
– Promote liaison and cooperation with training institutions in the field of training as contemplated and regulated, and promotion of standards for such training.

– Appoint moderators and examiners, conduct examinations and grant certificates, and charge the prescribed fees in respect of such examinations.

– Promote the development of specializations and post graduate qualifications.
The Following strategic objectives are key to the synergy and concord between the 2 Boards which translates to improved engagements and appreciations for each other within the sector:

1. Ensure Council operates in an **integrated, unified and supportive** manner with all its components (Council, Professional Boards and Administration).

2. Promote innovative, indigenous methods of **multi-disciplinary practice**.

3. The Boards championed the **integrated case management** transformation agenda within Council, in partnership with UNICEF and Department of Social Development.
KEY ISSUES FACED BY PBSW

- Salary disparities affecting the practitioners (government vs. NGOs)
- Inconsistent payment of subsidies to NGOs
- Poor working conditions
- Forcing breach of contract of trained cadres from NGO sector by government departments
- Unprofessional conduct due to employer abdication of responsibility
- Breach of confidentiality – reporting lines especially where the practitioner is working in another field. E.g Health, justice etc.
- Perils of social media
HOW THE ISSUES ARE DEALT WITH - PBSW

- Advocacy and lobbying
- Development of an employer code of good practice for employers
- Review of policies to make them relevant to deal with real time challenges faced by practitioners. - e.g. use of social media and advantages of using technology
- Dialogue with relevant employers and monitoring for compliance
- Ethics training for practitioners
- Ongoing communication with the sector
ACHIEVEMENTS OF THE PBSW

• Revised scope of practice for social workers

• Close working relationship with ASSASWEI (Association of SA Schools of Social Work) on: training of social workers, quality assurance, fit and proper student screening, oath taking ceremonies, student placement for work integrated learning

• Revision of 7 areas of specialization which have all gone for public comments within the sector

• Review and consultation with employers and practitioners on the code of good practice for employers as well as code of ethics for practitioners

• Review of the following policies: CPD, International qualification applicants and “Fit and proper’ practitioners.
Aziwe Magida
Chairperson of the Professional Board for Child and Youth Care Work

SOUTH AFRICAN COUNCIL FOR SOCIAL SERVICE PROFESSIONS (SACSSP)
THE JOURNEY TO REGISTRATION OF CYCW

- Convincing the social work establishment of the value of the CYCW profession
- Nine years of the life of the professional Board before the regulations passed to allow for the regulation of CYCWs
- Process required championing from an organized sector
- The development – through other structures – of national curricula for the provision of training and education of auxiliary and professional level CYCWs
- Maintaining the interest and commitment of the sector to the regulations process
KEY ISSUES FACED BY PBCYC

• Limitations within government employment structures of the employment opportunities for CYCWs
• Salary disparities between government and NGO workers
• Employer non-compliance with the requirements of the legislation on mandatory registration
• Ensuring that new appointments are registered practitioners
KEY ISSUES FACED BY PBCYC

- Not having enough CYCWs at professional level to assume management and supervisory posts
- Inconsistent payment of stipends and subsidies by government to NGOs who employ CYCWS
- Lack of access to higher education to improve the employability of cadres at a auxiliary level and create sufficient professional level workers
- Safety and security issues
ACHIEVEMENTS PBCYC

• Overwhelming positive response to the regulation requirement – 7000 voluntary registrants within 6 months

• Publication of amendment regulations to allow for a broader definition of the professional level

• Board representation on university working group to fast track a distance-learning new degree offering in CYCW

• Development of a CPD policy which is ready for public consultation
ACHIEVEMENTS PBCYC

• Development of a code of ethics
• Review of learning material for auxiliary level training offered nationally
• Informational ‘roadshows’ connect with the constituency
• Registration drive to encourage child and youth care workers to value their license to practice
• Initiation of an advocacy process with government to ensure better employment opportunities and working conditions
“If enough people were touched and imbued by the spirit of caring, it could in time change the whole landscape of how children are treated in this country.”

- Nelson Mandela -
Questions & Answers
Continue the conversation and support workforce strengthening efforts:

- Join the Alliance to receive regular updates with notices of future webinars, ways to interact with global colleagues, resources and more. 
  www.socialserviceworkforce.org/membership

- A summary, the presentations and recording of this webinar will be available soon and each of the past 27 webinars is available at  www.socialserviceworkforce.org/webinars

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